

civility & respect

DISAGREEING WITHOUT BEING DISAGREEABLE.

“We must learn to live together as brothers or perish together as fools.”

-Martin Luther King, Jr.

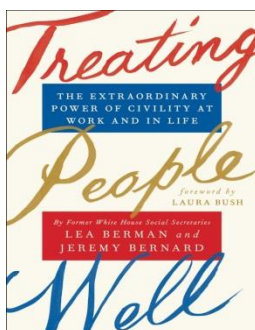
WHY ARE WE TALKING ABOUT CIVILITY?

- From attacks on Congressmen at a baseball practice and the nine lives lost in Charlottesville, to threats against Congressman Stivers and his family – people are no longer expressing their disagreements in respectable ways
- Violence CANNOT be the answer
- Congresswoman Beatty and Congressman Stivers have worked together for years and have learned to disagree without vilifying each other

WHERE DOES CIVILITY MATTER?

- IN BUSINESS:
 - The Harvard Business Review conducted a poll of 800 managers/employees across 17 industries
 - 48% of workers on the receiving end of uncivil behavior *intentionally* decreased their efforts on the job
 - 78% of workers said their commitment to the organization declined
 - 80% of workers lost time/productivity worrying about the incident
 - When consumers perceive employees to be uncivil, they are less likely to use the services of a company
 - Cisco estimates that incivility cost their company \$12 million a year
- IN SCHOOL:
 - According to the Cyberbullying Research Center...
 - 34% of students have experienced cyberbullying in the last month
 - 32% of students who are bullied both online and at school experience suicidal thoughts
 - 4,750,000 students each year skip school at some point during the year as a result of bullying
- ONLINE:
 - Psychology Today reported ...
 - Four in five people believe that incivility on social media is on the rise
 - 88% believe that people are less polite on social networks than they are in person
 - 45% have defriended or blocked someone online because of uncivil comments

FOR MORE INFORMATION...



**Treating People Well:
The Extraordinary Power of Civility at Work and in Life**

**By Former White House Social Secretaries Lea Berman
and Jeremy Bernard**